

or ammunition while such order is in effect or until such conviction is vacated or until the person's rights have been restored in accordance with section 724.27.

4. Except as provided in section 809A.17, subsection 5, paragraph "b", a court that issues an order or that enters a judgment of conviction described in subsection 2 and that finds the subject of the order or conviction to be in possession of any firearm, offensive weapon, or ammunition shall order that such firearm, offensive weapon, or ammunition be sold or transferred by a date certain to the custody of a qualified person in this state, as determined by the court. The qualified person must be able to lawfully possess such firearm, offensive weapon, or ammunition in this state. If the court is unable to identify a qualified person to receive such firearm, offensive weapon, or ammunition, the court shall order that the firearm, offensive weapon, or ammunition be transferred by a date certain to the county sheriff or a local law enforcement agency designated by the court for safekeeping until a qualified person is identified to receive the firearm, offensive weapon, or ammunition, until such order is no longer in effect, until such conviction is vacated, or until the person's rights have been restored in accordance with section 724.27. If the firearm, offensive weapon, or ammunition is to be transferred to the sheriff's office or a local law enforcement agency, the court shall assess the person the reasonable cost of storing the firearm, offensive weapon, or ammunition, payable to the county sheriff or the local law enforcement agency.

5. Upon entry of an order described in subsection 2, the court shall enter the name, address, date of birth, driver's license number, or other identifying information of the person subject to the order into the Iowa criminal justice information system, the reason for the order, and the date by which the person is required to comply with any relinquishment order issued under subsection 4. At the time such order is no longer in effect, such information relating to the prohibition in subsection 3 shall be deleted from the Iowa criminal justice information system.

6. If a firearm, offensive weapon, or ammunition has been transferred to a qualified person pursuant to subsection 4 and the protective order described in subsection 2 is no longer in effect, the firearm, offensive weapon, or ammunition shall be returned to the person who was subject to the protective order within five days of that person's request to have the firearm, offensive weapon, or ammunition returned.

Approved March 22, 2010

CHAPTER 1084

RESERVE PEACE OFFICERS' TRAFFIC ACCIDENTS — REPORTING REQUIREMENTS

H.F. 426

AN ACT relating to reporting requirements for traffic accidents involving the operation of motor vehicles by reserve peace officers.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 321.267A, subsection 4, Code 2009, is amended to read as follows:

4. For the purposes of this section, "certified law enforcement officer" ~~means~~ includes a law enforcement officer who is certified through the Iowa law enforcement academy as provided in section 80B.13, subsection 3, or ~~section 80B.17~~ a reserve peace officer certified through the Iowa law enforcement academy as provided in section 80D.4A.

Approved March 22, 2010

CHAPTER 1085

BUSINESS CLOSINGS AND LAYOFFS — NOTICE REQUIREMENTS

H.F. 681

AN ACT requiring employers to provide notice of business closings and mass layoffs and providing penalties.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. **NEW SECTION. 84C.1 Title.**

This chapter shall be known as the “*Iowa Worker Adjustment and Retraining Notification Act*”.

Sec. 2. **NEW SECTION. 84C.2 Definitions.**

For the purposes of this chapter:

1. “*Aggrieved employee*” means an employee who has worked for the employer ordering the business closing or mass layoff and who, as a result of the failure by the employer to comply with section 84C.3, did not receive timely notice either directly or through the employee’s representative.

2. “*Business closing*” means the permanent or temporary shutdown of a single site of employment of one or more facilities or operating units that will result in an employment loss for twenty-five or more employees, other than part-time employees.

3. “*Department*” means the department of workforce development.

4. “*Employee*” means a worker who may reasonably expect to experience an employment loss as a consequence of a proposed business closing or mass layoff by an employer.

5. “*Employer*” means a person who employs twenty-five or more employees, excluding part-time employees.

6. “*Employment loss*” means an employment termination, other than a discharge for cause, voluntary separation, or retirement; a layoff exceeding six months; or a reduction in hours of more than fifty percent of work of individual employees during each month of a six-month period. “*Employment loss*” does not include instances when a business closing or mass layoff is the result of the relocation or consolidation of part or all of the employer’s business and, before the business closing or mass layoff, the employer offers to transfer the employee to a different site of employment within a reasonable commuting distance with no more than a six-month break in employment.

7. “*Mass layoff*” means a reduction in employment force that is not the result of a business closing and results in an employment loss at a single site of employment during any thirty-day period of twenty-five or more employees, other than part-time employees.

8. “*Part-time employee*” means an employee who is employed for an average of fewer than twenty hours per week or an employee, including a full-time employee, who has been employed for fewer than six of the twelve months preceding the date on which notice is required.¹

9. “*Representative*” means an exclusive representative of employees within the meaning of section 9(a) of the federal National Labor Relations Act, 29 U.S.C. § 151 et seq., and the federal Railway Labor Act, 45 U.S.C. § 151 et seq.

10. “*Single site of employment*” refers to a single location or a group of contiguous locations, such as a group of structures that form a campus or business park or separate facilities across the street from each other.

Sec. 3. **NEW SECTION. 84C.3 Notice — requirements.**

1. a. An employer who plans a business closing or a mass layoff shall not order such action until the end of a thirty-day period which begins after the employer serves written notice of such action to the affected employees or their representatives and to the department. However, if an applicable collective bargaining agreement designates a different notice period, the notice period in the collective bargaining agreement shall govern. The employer

¹ See chapter 1188, §24 herein